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Louis Tay

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EDUCATION	2011-2012	Postdoctoral Research Associate, University of Illinois Urbana-Champaign – working under *Ed Diener* and *Martin Seligman* (PI): Exploring the Concept of Positive Health, Robert Wood Johnson Foundation
	2006-2011	Ph.D., University of Illinois Urbana-Champaign, Organizational Psychology – advisor *Fritz Drasgow*
	2005	Honors *First Class*, University of Melbourne, Australia, Psychology
	2001-2004	B.A. *Merit*, National University of Singapore, Psychology
PROFESSIONAL EXPERIENCE	Aug 2015-	Founder & President of Expimetrics, Inc.
	2018-present	Associate Professor, Department of Psychological Sciences, Purdue University
	2013-2018	Assistant Professor, Department of Psychological Sciences, Purdue University
	2012	Research Fellow, Behavioural Sciences Institute, Singapore Management University – working under *David Chan*

RESEARCH OVERVIEW

As an I-O psychologist embedded within the broader field of psychology, my goal is to programmatically pursue cross-disciplinary lines of inquiry in *methodology* (i.e., measurement, continuum specification, latent class modeling, Big Data / data science) and *well-being* (i.e., societal well-being, wellness programs, work - leisure [e.g., arts/humanities activities] interface). My goal is to contribute more broadly beyond I-O psychology to enhance measurement/methodology research for psychology and develop science-based well-being policies at organizational and societal levels.

Well-Being. How do we conceptualize well-being and how can we improve the well-being of societies, organizations, and individuals? This question is of increasing concern to academics from many fields and policy makers. I seek to delineate the social, economic, and political determinants of well-being at both the micro- and macro-level with an eye toward public policy. I am interested in both modern conceptions of well-being and classical notions of well-being such as character and interests. Much of my research is currently based on psychological theories that I am seeking to integrate with other fields such as business, economics, and sociology.

Methodology. Another question that drives my research is: how can we accurately quantify constructs of interest in individuals, organizations, and societies? At a more basic level, I seek to advance measurement of key psychological domains (e.g., taxonomies of character, psychological situations, and vocational interests) and also measurement models that impact construct validation techniques. I am also interested in Big Data / data science approaches. To this end, I have also developed software platforms for new modes of data collection through mobile technology (www.expimetrics.com) used by over 1,200 academics around the world.

My research has been published in journals such as *Nature Human Behavior*, *Psychological Bulletin*, *Perspectives on Psychological Science*, *Journal of Personality and Social Psychology*, *Psychological Science*, *Journal of Personality*, *Emotion Review*, *Journal of Applied Psychology*, *Personnel Psychology*, and *Organizational Research Methods*.

HONORS AND AWARDS

- Early Career Research Award from Health and Human Sciences College Purdue University (2018)
- Ruut Veenhoven Award from the Erasmus Happiness Economics Research Organization (2016)
- Academy of Management (AOM) Sage Publications/RMD/CARMA Early Career Achievement Award (2016)
- Association for Psychological Science (APS) Rising Star Award (2015)
- Inaugural recipient of the William H. Hendrix Industrial Psychology Excellence Award (2015)
- Entrepreneurial Leadership Academy Fellow (2014-2015) – Burton D. Morgan Center for Entrepreneurship, Purdue University
- College Board Research Fellowship (2009-2010)
- Nancy Hirschberg Memorial Award for Outstanding Research (2009-2010) - Department of Psychology, University of Illinois

EDITORIAL SERVICE

Associate Editor

Organizational Research Methods (Feb 2016 to present)

Past and Current Editorial Boards

Journal of Applied Psychology (September 2014 to present), Journal of Business and Psychology (July 2017 to present), Journal of Management (July 2014 to Dec 2017), Psychological Assessment (March 2015 to Dec 2017), Journal of Well-Being Assessment (May 2016 to present), Organizational Research Methods (July 2013 to Feb 2016)

Ad hoc Reviewing

Applied Psychology: An International Review • *Applied Psychology: Health and Well-Being* • *Applied Psychological Measurement* • *Assessment* • *Behavioral Research Methods* • *BMC Public Health* • *Current Directions in Psychological Science* • *Current Opinion in Behavioral Sciences* • *Emotion* • *Health Psychology Open* • *International Social Science Journal* • *Journal of Counseling Psychology* • *Journal of Cross-Cultural Psychology* • *Journal of Experimental Psychology: General* • *Journal of Economic Psychology* • *Journal of Happiness Studies* • *Journal of Personality* • *Journal of Personality and Social Psychology* • *Journal of Positive Psychology* • *Learning and Individual Differences* • *Management and Organizational Review* • *Military Psychology* • *Nature Human Behavior* • *Motivation and Emotion* • *Personality and Social Psychology Bulletin* • *Personality and Social Psychology Review* • *Perspectives on Psychological Science* • *Proceedings of the National Academy of Sciences* • *Social Indicators Research* • *Social Psychological and Personality Science* • *Social Science Research* • *Transactions on Computer-Human Interaction*

GRANT ACTIVITY

2019 - *Thriving Instead of Surviving: Development of a Mobile Application to Improve Student Wellness*. Purdue University: Instructional Innovation Grant. (01/01/2019 – 12/31/2020). Status: Funded. (amount: $50,000.00). PI: K. Plake, Co-PI: **L. Tay**.

2017 – *Humanities and Human Flourishing (Phase I).* Templeton Religion Trust (August 2017 – July 2020). Status: Funded. (amount: $2,479,562.00). PI: J. Pawelski. Co-PI: **L. Tay.**
(Understanding Arts and Humanities Engagement in Leisure-Time on Well-Being)

2017 – *An Integrative Framework for Worker Well-Being.* Charles Koch Foundation (May 2017 to Dec 2017). Status: Funded. (amount: $27,303.00). PI: **L. Tay.**

2016 – *Network for Computational Nanotechnology: nanoHUB.org at Purdue*. National Science Foundation. Status: Funded (amount: $14,500,000.00). Senior Personnel (Analytics of Work Performance of nanoHUB Community Researchers): **L. Tay.**

2015 – *Performance task measures of self-control and grit*. Walton Family Foundation. (July 2015 – June 2018). Status: Funded. (amount: $1,200,000.00). PI: A. Duckworth. Co-I: **L. Tay**.

2013 - *Measuring virtues: Overcoming self-report limitations for cost-effective scalable assessment*. John Templeton Foundation. (Aug 2014 – Aug 2016). Status: Funded. (amount $250,000.00). PI: **L. Tay**; Co-I: S. Stark.

2013 - *Evaluation of Comprehensive Soldier and Family Fitness*. Personnel Development and Hiring. (Aug 2013 – April 2014). Status: Funded. (amount $15,698.00). PI: **L. Tay**

EDITED BOOKS

1. Diener, E., Oishi, S., & **Tay, L.** (Eds.). (2018). *Handbook of Well-Being*. Salt Lake City, UT: DEF Publishers.

2. Woo, S. E., **Tay, L.**, & Proctor, R. W. (Eds.) (2019). *Big Data Methods for Psychological Research.* American Psychological Association. (https://www.conf.purdue.edu/landing_pages/psps/)

3. **Tay, L.** & Pawelski, J. (Eds.). (expected 2020). *Handbook of the Arts, Humanities, and Human Flourishing: Theory and Research.* Oxford University Press.

4. Ruch, W., Bakker, A. B., **Tay, L.**, & Gander, F. (Eds.). (contracted). *Handbook of Positive Psychology Assessment.* European Association of Psychological Assessment.

PEER-REVIEWED PUBLICATIONS BY RESEARCH AREAS

[*] Asterisk indicates primary author(s); superscript numbers indicate co-author(s): [1]undergraduate student, [2]graduate student, [3]postdoctoral researcher

Google Scholar: Citations = 5,137 citations; h-index = 31; i-10 index = 62

TAXONOMIES (DIMENSIONALITY MODELS OF INTERESTS, SITUATIONS, AND CHARACTER)

1. Su[*], R., **Tay, L.**, Liao, H-Y., Rounds, J., & Zhang[2], Q. (2018). Toward a dimensional model of vocational interests. *Journal of Applied Psychology.* Advanced online publication. doi: 10.1037/apl0000373

2. Parrigon[*2], S., Woo, S. E., & **Tay, L.** (2018). Towards a comprehensive science of situations: On the importance of Typicality and the Lexical approach. *Journal of Personality and Social Psychology, 114,* 493-495.

3. Ng, V. [*2], **Tay, L.**, & [2]Kuykendall, L. (2018). The development and validation of a measure of character: The CIVIC. *Journal of Positive Psychology,* 13, 346-372.

4. Ng[*2], V., Cao[2], M., Marsh, H., **Tay, L.,** & Seligman, M.E.P. (2017). The factor structure of the Values in Action Inventory of Strengths (VIA-IS): An item-level exploratory structural equation modeling (ESEM) bifactor analysis. *Psychological Assessment, 8,* 1053-1058.

5. Parrigon[*2], S., Woo, S. E., **Tay, L.**, & Tong, E. (2016). CAPTION-ing the situation: A lexically derived taxonomy of psychological situation characteristics. *Journal of Personality and Social Psychology, 112,* 642-681.

6. **Tay[*], L.**, Su, R., & Rounds, J. (2011). People-Things and Data-Ideas: Bipolar dimensions? *Journal of Counseling Psychology, 58,* 424-440.

CONTINUUM SPECIFICATION: CONSTRUCT DIMENSIONALITY IN CONSTRUCT VALIDATION

7. **Tay[*], L.** & Jebb[2]., A. (2018). Establishing construct continua in construct validation: The process of continuum specification. *Advances in Methods and Practices in Psychological Science,* 1, 375-388.

8. Samuel[*], D. B., & **Tay, L.** (2018). Aristotle's Golden Mean and the importance of bipolarity for personality models: A commentary on "Personality traits and maladaptivity: Unipolarity vs. bipolarity". *Journal of Personality*. Advanced online publication. doi: 10.1111/jopy.12383

9. Cao[*2], M., Song[2], C., & **Tay, L.** (2018). Detecting curvilinear relationships: A comparison of scoring approaches based on different item response models. *International Journal of Testing,* 178-205.

10. LaPalme[*2], M., **Tay[*], L.**, & Wang, W. (2018). A within-person examination of the ideal point response process. *Psychological Assessment, 30,* 567-581.

11. **Tay[*], L.**, & Kuykendall[2], L. (2017). Why self-reports of happiness and sadness may not necessarily contradict bipolarity: A psychometric review and proposal. *Emotion Review*, *9,* 146-154.

12. Wang[*], W., **Tay, L.**, & Drasgow, F. (2013). Detecting differential item functioning of polytomous items for an ideal point response process. *Applied Psychological Measurement, 37,* 316-335.

13. **Tay[*], L.**, & Drasgow, F. (2012). Theoretical, statistical, and substantive issues in the assessment of construct dimensionality: Accounting for the item response process. *Organizational Research Methods, 15,* 363-384.

14. **Tay[*], L.**, Ali, U. S., Drasgow, F. & Williams, B. A. (2011). Fitting IRT models to dichotomous and polytomous data: Assessing the relative model-data fit of ideal point and dominance models. *Applied Psychological Measurement, 35,* 280-295.

15. **Tay[*], L.**, Williams, B. A., Drasgow, F., & Rounds, J. (2009). Fitting ideal-point models to vocational interest data: Are dominance models ideal? *Journal of Applied Psychology, 94,* 1287-1304.

GENERAL MEASUREMENT AND METHODOLOGY

16. Keith[*2], M. K., Harms, P. D., & **Tay, L.** (*in press*). Mechanical Turk and the Gig Economy: Exploring differences between Gig workers. *Journal of Managerial Psychology*.

17. Zyphur[*], M., Allison, P. D., **Tay, L.,** Voelke, M., Preacher, K. J., Zhang, Z., Hamaker, E., Pierides, D. C., Koval, P., Diener, E. (*conditional acceptance*). From Data to Causes II: Comparing Approaches to Panel Data Analysis. *Organizational Research Methods.*

18. Zyphur[*], M., Allison, P. D., **Tay, L.,** Voelke, M., Preacher, K. J., Zhang, Z., Hamaker, E., Pierides, D. C., Koval, P., Diener, E. (*conditional acceptance*). From Data to Causes I: Building a general cross-lagged model (GCLM). *Organizational Research Methods.*

19. Su[*], R., Zhang[2], Q., Liu[2], Y., & **Tay, L**. (*in press*). Modeling congruence in organizational research with latent moderated structural equations. *Journal of Applied Psychology.*

20. Hickman[*2], L., **Tay, L.**, & Woo, S. E. (*in press*). Off-the-shelf language based personality assessment: Investigation of convergent and discriminant validity in video interviews. *Personnel Assessment and Decisions.*

21. **Tay*, L.,** Ng[2], V. Malik[3], A., Zhang[2], J., Chae[2], J. & Ebert, D., Ding[1], Y., & Kern, P. (2018). Big Data visualizations in Organizational Science. *Organizational Research Methods, 21*, 660-688.

22. Saef*[2], R., Woo, S. E., Carpenter[3], J., & **Tay, L.** (2018). Fostering socio-informational behaviors online: The interactive effect of Openness to Experience and Extraversion. *Personality and Individual Differences, 122,* 93-98.

23. McCarty*, M. K., Carlston, D. E., McCall, T. C., & **Tay, L.** (2018). The evolution of a series of impression formation experiments: A methods case study. *SAGE Research Methods Cases.* doi: http://dx.doi.org/10.4135/9781526440730

24. Keith*[2], M., **Tay***, **L.**, & Harms, P. D. (2017). Amazon Mechanical Turk for Organizational Research: Review and recommendations. *Frontiers in Psychology, 8*, 1359.

25. Cao*[2], M., **Tay*, L.**, & Liu[2], Y. (2017). A Monte Carlo Study of an Iterative Wald Test Procedure for DIF Analysis. *Educational and Psychological Measurement, 77*, 104-118.

26. Allan*, B. A., **Tay, L.**, & Sterling[2], H. (2017). Construction and validation of the Subjective Underemployment Scales (SUS). *Journal of Vocational Behavior, 99*, 93-106.

27. **Tay*, L.**, Jebb[2], A., & Woo, S. E. (2017). Video capture of social behaviors: Toward a big data approach. *Current Opinion in Behavioral Sciences, 18*, 17-22.

28. Jebb*[2], A., & **Tay*, L.**, (2016). Introduction to Time Series Analysis for organizational research: Methods for longitudinal analyses. *Organizational Research Methods, 20*, 61-94.

29. **Tay*, L.**, Huang[2], Q., & Vermunt, J. K. (2016). Item response theory with covariates (IRT-C): Assessing item recovery and differential item functioning for the three-parameter logistic model. *Educational and Psychological Measurement, 76*, 22-42.

30. **Tay*, L.**, Parrigon[2], S., Huang[2], Q., & LeBreton, J. M., (2016). Graphical Descriptives: A way to improve data transparency and methodological rigor in psychology. *Perspectives on Psychological Science, 11*, 692-701.

31. **Tay*, L.**, Meade, A., & Cao[2], M. (2015). An overview and practical guide to item response theory measurement equivalence. *Organizational Research Methods, 1,* 3-46.

32. Jebb*[2], A., **Tay*, L.**, Wang, W., & Huang*[2], Q. (2015). Time series analysis for psychological research: Examining and forecasting change. *Frontiers in Psychology, 6*, 727.

33. Diener*, E., & **Tay, L.** (2014). Review of the Day Reconstruction Method (DRM). *Social Indicators Research, 116,* 255-267.

34. Grijalva*[2], E., Newman, D. A., **Tay, L.**, Donnellan, M. B., Harms, P. D., Robins, R. W., & Yan, T. (2014). Gender differences in Narcissism: A meta-analytic review. *Psychological Bulletin, 141*, 261-310.

35. **Tay*, L.**, Woo, S.E., & Vermunt, J. K. (2014). A conceptual framework of cross-level isomorphism: Psychometric validation of multilevel constructs. *Organizational Research Methods, 17,* 77-106.

36. **Tay*, L.**, Vermunt, J. K., & Wang, C. (2013). Assessing the item response theory with covariate (IRT-C) framework for ascertaining differential item functioning. *International Journal of Testing, 13,* 201-222.

37. Mencl[*], J., **Tay[*], L.**, Schwoerer, C., & Drasgow, F. (2012). Evaluating quantitative and qualitative types of change: A mean and covariance structures analysis of the malleability and types of change in general and specific self-efficacy. *Journal of Leadership and Organizational Studies, 19,* 378-391.

38. Proctor[*], R. W., Nof, S. Y., Yih, Y., Balasubramanian, P., Busemeyer, J., Carayon, P., Chiu, C Y, Farahmand, F., Gonzalez, C., Gore, J., Landry, S. J., Lehto, M., Rau, P-L., Rouse, W., **Tay, L.**, Vu, K-P. L., Woo, S. E., & Salvendy, G. (2011). Understanding and improving cross-cultural decision making in design and use of digital media: A research agenda. *International Journal of Human Computer Interaction, 27,* 151-190.

39. **Tay[*], L.**, & Drasgow, F. (2011). Adjusting the adjusted $\chi 2/df$ ratio statistic for dichotomous item response theory analyses: Does the model fit? *Educational and Psychological Measurement, 72,* 510-528.

40. Drasgow[*], F., Nye, C. D., Guo, J., & **Tay, L.** (2009). Cheating on proctored tests: The other side of the unproctored debate. *Industrial and Organizational Psychology, 2,* 46-48.

41. Guo[*], J., **Tay, L.**, & Drasgow, F. (2009). Conspiracies and test compromise: An evaluation of the resistance of test systems to small scale cheating. *International Journal of Testing, 9,* 283-309.

PERSON CENTERED RESEARCH AND LATENT CLASS MODELING

42. Woo[*], S. E., Jebb[2], A., **Tay, L.,** Parrigon[2], S. (2018). Putting the "person" in the center: Review and synthesis of classification procedures in organizational science. *Organizational Research Methods, 21,* 814-845.

43. **Tay[*], L.**, Diener, E., Drasgow, F., & Vermunt, J. K. (2011). Multilevel mixed-measurement IRT analysis: An explication and application to self-reported emotions across the world. *Organizational Research Methods, 14,* 177-207.

44. **Tay[*], L.,** Newman, D. A., & Vermunt, J. K. (2011). Using mixed-measurement item response theory with covariates (MM-IRT-C) to ascertain observed and unobserved measurement equivalence. *Organizational Research Methods, 14,* 147-146.

WELL-BEING

45. Arampatzi[*], E., Burger, M., Stavropoulos, S., & **Tay, L.** (*in press*). The Role of Positive Expectations for Resilience to Adverse Events: Subjective Well-being before, during and after the Greek Bailout Referendum. *Journal of Happiness Studies*

46. Rector[*], J., **Tay, L.**, Friedman, E., & Wiese[3], C. W. (*in press*). Relative sensitivity of cortisol indices to psychosocial and physical health factors. PLOS ONE.

47. Shim[*3], Y., **Tay, L.,** Ward, M., & Pawelski, J. O. (*in press*). Arts and Humanities engagement: An integrative conceptual framework for psychological research. *Review of General Psychology.*

48. Vaziri[*3], H., Keith[2], M. K., **Tay, L.**, & Pawelski, J. (2018). History, Literature, and Philosophy: A systematic review of positive functioning. *Journal of Positive Psychology.* Advanced online publication. doi: 10.1080/17439760.2018.1545041.

49. Wiese[*3], C., Rector[3], J. L., Chen[2], J., Friedman, E. M., & **Tay, L.** (2018). The role of affect on physical health over time: A cross-lagged panel analysis over 20 years. *Applied Psychology Health and Well-Being.* Advanced online publication. doi: 10.1111/aphw.12149

50. Allan[*], B. A., Batz[2], C., Sterling[2], H., & **Tay, L.** (2018). Outcomes of meaningful work: A meta-analysis. *Journal of Management Studies.* Advanced online publication. doi: 10.1111/joms.12406

51. Batz[*2], C. L., **Tay, L**., Kuykendall, L., & Cheung, H. K. (2018). A meta-analysis of gender differences in subjective well-being: Estimating effect sizes and associations with gender inequality. *Psychological Science, 29,* 1491-1503.

52. Wiese[*3], C., **Tay[*], L.**, Duckworth, A., D'Mello, S., Kuykendall[2], L., Hofmann, W., Baumeister, R. F., & Vohs, K. D. (2018). Too much of a good thing? Exploring the non-linear relationship between self-control and happiness. *Journal of Personality, 86,* 380-396.

53. Wiese[*3], C., **Tay, L.**, Su, R., & Diener, E. (2018). Measuring Thriving Across Nations: Measurement Equivalence of the Comprehensive Inventory of Thriving (CIT) and the Brief Inventory of Thriving (BIT). *Applied Psychology Health and Well-Being, 10,* 127-148.

54. Diener[*], E., Oishi, S., & **Tay, L.** (2018). Advances in understanding happiness: The science of subjective well-being. *Nature Human Behavior, 2,* 253-260.

55. Ford[*], M., Jebb[2], A., **Tay, L.**, Diener, E. (2018). On the use of internet searches for tracking societal well-being: Possibilities and limitations of Big Data. *Applied Psychology: Health and Well-Being, 10,* 3-29.

56. Jebb[*2], A., **Tay, L.**, Diener, E., Oishi, S. (2018). Happiness, income satiation, and turning points around the world. *Nature Human Behavior, 2,* 33-38.

57. Wiese[*3], C., Kuykendall[2], L., & **Tay, L.**, (2018). Get active: A meta-analysis of leisure-time physical activity and subjective well-being. *Journal of Positive Psychology, 13,* 57-66.

58. **Tay*, L.**, Pawelski, J. O., & Keith[2], M. (2018). The role of the Arts and Humanities in human flourishing: A conceptual model. *Journal of Positive Psychology*,

59. **Tay*, L.**, Batz[2], C., Parrigon[2], S., & Kuykendall[2], L. (2017). Debt and subjective well-being: The other side of the income-happiness coin. *Journal of Happiness Studies, 18(3),* 903-937.

60. Porter[*2], C., Parrigon[2], S., Woo, S. E., Saef[2], R. & **Tay, L.** (2017). Cultural and intellectual openness differentially relate to social judgments of potential work partners. *Journal of Personality, 5*, 632-642.

61. Diener[*], E., Heintzelman[3], S., Kushlev[3], K., **Tay, L.**, Wirtz, D., Lutes, L., & Oishi, S. (2017). What all psychologists should know about the new science of subjective well-being. *Canadian Psychology, 58*, 87-104.

62. Andolfi[*2], V. R., **Tay[*], L.**, Confalonieri, E., & Traficante, D. (2017). Assessing well-being in children: Italian adaptation of the Comprehensive Inventory of Thriving for children (CIT-Child). *Testing, Psychometrics, Methodology in Applied Psychology, 24*, 127-145.

63. Kuykendall[*2], L., Xue, L., **Tay, L.**, Cheung, H-K., Kolze, M., Lindsey, A., Silvers, M. & Engelsted, L. (2017). Leisure subjective well-being: Validating new measures and examining its importance for overall worker well-being. *Journal of Vocational Behavior*, 103, 14-40.

64. Cho[*], E., & **Tay, L.** (2016). Domain satisfaction as a mediator of the relationship between work family spillover and subjective well-being: A longitudinal study. *Journal of Business and Psychology, 31,* 445-457.

65. Batz[*2], C., Parrigon[2], S., & **Tay[*], L.** (2016). The impact of scale transformations on national well being scores. *Social Indicators Research, 129*, 13-27.

66. Ng[*2], V., Woo, S. E., **Tay, L.**, & Foster, J. (2016). Examining variability in values attributed to culture using personality as a relative benchmark. *Journal of Cross-Cultural Psychology*, *47*, 981-996.

67. Kuykendall[*2], L., & **Tay[*], L.** (2015). Employee subjective well-being and physiological functioning: An integrative model. *Health Psychology Open, 2*, 1-11.

68. Kuykendall[*2], L., **Tay[*], L.,** & Ng[2], V. (2015). Leisure engagement and subjective well-being: A quantitative review. *Psychological Bulletin, 141*, 364-403.

69. Carlston[*], D. E., McCall, T. C., McCarthy, M., K., & **Tay, L**. (2015). On being judged by the company you keep: The effects of group consensus and target behavior on impressions of an individual group member. *Journal of Experimental Social Psychology, 60*, 173-182.

70. Diener[*], E., & **Tay, L.** (2015). Subjective well-being and human welfare around the world as reflected in the Gallup World Poll, *International Journal of Psychology, 50*, 135-149.

71. Kuykendall[*2], L., & **Tay[*], L.** (2015). Employee subjective well-being and physiological functioning: An integrative model. *Health Psychology Open, 2*, 1-11.

72. Dunford[*], B. B., Jackson, C. L., Boss, A. D., **Tay, L.**, & Boss, R. W. (2014). Be fair, your employees are watching: A Relational Response Model of external third-party justice. *Personnel Psychology, 68*, 319-352.

73. Herian[*], M. N., **Tay, L.**, Hamm[2], J. A., & Diener, E. (2014). Social capital, ideology, and health in the United States. *Social Science and Medicine, 105*, 30-37.

74. Newman[*2], D. B., **Tay[*], L**., & Diener, E. (2014). Leisure and subjective well-being: A model of psychological mechanisms as mediating factors. *Journal of Happiness Studies*, *15*, 555-578.

75. Su[*3], R., & **Tay[*], L.**, & Diener, E. (2014). The development and validation of the Comprehensive Inventory of Thriving (CIT) and Brief Inventory of Thriving (BIT). *Applied Psychology: Health and Well-Being, 6*, 251-279.

76. **Tay[*], L.,** Chan, D., & Diener, E. (2014). The metrics of societal happiness. *Social Indicators Research, 117*, 577-600.

77. **Tay[*], L.**, Herian, M., & Diener. E. (2014). Detrimental effects of corruption on subjective well being: Whether, how, and when. *Social Psychological Personality Science, 5,* 751-759.

78. **Tay[*], L.**, Morrison, M., & Diener, E. (2014). Living among the affluent: Boon or bane? *Psychological Science*, *25*, 1235-1241.

79. Cho[*], E., **Tay, L**., Allen, T. D., & Stark, S. (2013). Identification of a dispositional tendency to experience work-family spillover. *Journal of Vocational Behavior, 82,* 188-198.

80. Diener[*], E., Fujita, F., **Tay, L.**, & Biswas-Diener, R. (2012). Purpose, mood, and pleasure in predicting satisfaction judgments. *Social Indicators Research, 105*, 333-341.

81. Diener[*], E., Inglehart, R., & **Tay, L.** (2013). Theory and validity of life satisfaction scales. *Social Indicators Research, 112,* 497-527.

82. Diener[*], E., **Tay, L.**, & Oishi, S. (2013). Rising income and subjective well-being of nations**.** *Journal of Personality and Social Psychology, 104,* 267-276.

83. **Tay*, L.**, & Harter, J. K. (2013). Economic and labor market forces matter for worker wellbeing. *Applied Psychology: Health and Well-Being, 5,* 193-208

84. **Tay*, L,** & [2]Kuykendall, L. (2013). Promoting happiness: The malleability of individual and societal-level happiness. *International Journal of Psychology, 48,* 159-176.

85. **Tay*, L.,** Tan[2], K., Diener, E., & Gonzalez[1], E. (2013). Social relations, health behaviors, and health outcomes: A survey and synthesis. *Applied Psychology: Health and Well-Being, 5,* 28-78.

86. Diener*, E., **Tay, L**., & Myers, D. (2011). The religion paradox: If religion makes people happy, why are so many dropping out? *Journal of Personality and Social Psychology, 101,* 1278-1290.

87. Morrison*, M., **Tay, L**, & Diener, E. (2011). Subjective well-being and national satisfaction: Findings from a worldwide survey. *Psychological Science,* 22, 166-171.

88. **Tay*, L.**, & Diener, E. (2011). Needs and subjective well-being around the world. *Journal of Personality and Social Psychology,* 101, 354-365.

PEER-REVIEWED COMPUTER SCIENCE CONFERENCE PUBLICATIONS

1. Guntuki*, S. C., Li, M., **Tay, L.**, & Ungar, L. (*in press*). Studying cultural differences in emoji usage on Twitter and Weibo. *International AAAI Conference on Web and Social Media (ICWSM).*

BOOK CHAPTERS

1. **Tay*, L.**, & Diener, E. (2018). Selecting the right journal outlet for your paper. In R. J. Sternberg (Ed.), *Guide to publishing in psychology journals (2nd Edition),* Cambridge University Press.

2. Batz*2, C. L., & **Tay*, L.** (2017). Gender and subjective well-being. In E. Diener, S. Oishi, & L. Tay (Eds.), *e-Handbook of Subjective Well-Being*, NobaScholar.

3. Heintzelman*3, S. & **Tay*, L.** (2017). Subjective well-being: Payoffs of being happy and ways to promote happiness. In D. S. Dunn (Ed.), *Positive Psychology: Established and emerging issues, Frontiers of Social Psychology Series,* Routledge.

4. Jebb*2, A., **Tay*, L.**, Woo, S. E., & Ng[2], V. (2017). Construct validation in multilevel studies. In. S. E. Humphrey & J. LeBreton. *The Handbook for Multilevel Theory, Measurement, and Analysis,* American Psychological Association.

5. Pawelski*, J. O., & **Tay, L.** (2017). Well-being effects of the Humanities. In S. Lopez, L. Edwards, & S. C. Marques (Eds.), *Handbook of Positive Psychology (3rd Edition),* Oxford University Press.

6. Tan*2, K., & **Tay*, L.** (2017). Relationships and well-being. In R. Biswas-Diener & E. Diener (Eds), *Noba textbook series: Psychology*. Champaign, IL: DEF Publishers. DOI: www.nobaproject.com

7. **Tay*, L.**, Diener, E., Lucas, R. E., & Larsen, R. (2017). Measuring positive emotions. In. S.Lopez & M. Gallagher (Eds.), *Positive Psychological Assessment Handbook (2nd Edition),* American Psychological Association.

8. **Tay[*], L.**, Zyphur, M. J., & Batz[2], C. L. (2017). Income and subjective well-being: Review, synthesis, and future research. In E. Diener, S. Oishi, & L. Tay (Eds.), *e-Handbook of Subjective Well-Being*, NobaScholar.

9. Diener[*], E., & **Tay, L.** (2015). New frontiers of subjective indicators. In L. Bruni & P. L. Porta(Eds.), *Handbook of research methods and applications on happiness and quality of life* (pp. 35-52). Massachusetts, USA: Edward Elgar Publishing.

10. **Tay[*], L.**, Kuykendall[2], L, & Diener, (2015). Satisfaction and happiness – The bright side of quality of life. In W. Glatzer, (Ed.), *Global Handbook of Wellbeing and Quality of Life* (pp. 839-853). Netherlands: Springer.

11. **Tay[*], L.**, Li[2], M., Myers, D., & Diener, E. (2014). Religiosity and subjective well-being: An international perspective. In C. Kim-Prieto. (Ed.). *Religion and Spirituality across cultures*, Cross-Cultural Advancements in Positive Psychology Volume 9 (pp. 163-175). New York: Springer.

12. **Tay[*], L.**, Ng[2], V., Kuykendall[2], L. & Diener, E. (2014). Demographics and worker well-being: An empirical review using representative data from the United States and across the world. In P. L. Perrewé, J. Halbesleben, & C. C. Rosen (Eds.), *Research in Occupational Stress and Well-Being Volume 12* (pp. 235-283). Emerald Group Publishing.

13. Biswas-Diener[*], R., **Tay, L.**, & Diener, E. (2012). Happiness in India. In H. Selin & G. Davey (Eds.), *Happiness across cultures: Science across cultures: The history of non-Western Science* (pp. 13-25). Netherlands: Springer.

14. Drasgow[*], F., Nye, C. D., & **Tay, L.** (2010). Indicators of quality assessments. In J. C. Scott & D. H. Reynolds (Eds.), *Handbook of workplace assessment: Selecting and developing organizational talent* (pp. 27-59). San Francisco, CA: Pfeiffer [R. Wayne Pace HRD book of the Year, 2011]

15. **Tay[*], L.**, Woo[*], S. E., Klafehn[*], J., & Chiu[*], C-y. (2010). Conceptualizing and measuring culture: Problems and Solutions. In E. Tucker, M. Viswanathan, & G. Walford (Eds.) *The Handbook of measurement: How social scientists generate, modify, and validate indicators and scales* (pp. 177-202): Sage Publication. (All authors contributed equally).

PEER-REVIEWED REVISIONS (EXCLUDING SUBMITTED WORKS UNDER INITIAL REVIEW)

WELL-BEING

1. Diener, E., Thapa[2], S., & **Tay[*], L.** (*proposal reviewed; invited full paper*). Title Redacted. *Annual Review of Organizational Psychology and Organizational Behavior.*

2. Morrison[*], M., Jebb[2], A., **Tay, L.,** Diener, E. (*revise and resubmit*). Title Redacted. *Psychological Science.*

3. Kuykendall[*], L., Craig, L., & **Tay, L.** (*under second review*). Title Redacted. *Journal of Organizational Behavior*.

4. Joseph[*], D., Chan[2], M. Y., Heintzelman, S., **Tay, L.**, & Diener, E. (*second revise and resubmit*). Title Redacted. *Psychological Bulletin.*

5. De Bloom[*], J., Vaziri[3], H., **Tay, L.**, & Kujanpää, M. (*second revise and resubmit*). Title Redacted. *Journal of Applied Psychology*.

6. Vaziri[*3], H., **Tay, L.**, Parrigon, S., Bradburn, N., & Pawelski, J. O. (*revise and resubmit*). Title Redacted. *Frontiers in Education*.

7. **Tay[*], L.**, Newman, D., & De Bloom, J. (*revise and resubmit*). Title Redacted. *Perspectives on Psychological Science.*

8. Ng[*2], V. & **Tay, L.** (*revise and resubmit*). Title Redacted. *Perspectives on Psychological Science.*

GENERAL MEASUREMENT AND METHODOLOGY

9. Lang[*], J. & **Tay, L.** (*invited full paper*). Title Redacted. *Annual Review of Organizational Psychology and Organizational Behavior.*

10. Ng[*2], V., Lee, P., Kuykendall, L., Stark, S., & **Tay, L.** (*under second review*). Title Redacted. *Journal of Personality Assessment.*

11. Hickman[*2], L., Thapa[2], S., **Tay, L.**, Cao, M., & Srinivasan, P. (*revise and resubmit*). Title Redacted. *Organizational Research Methods.*

12. Cao[*2], M., Zhang[2], B., Luo[2], J., & **Tay, L.** (*second revise and resubmit*). Title Redacted. *Personnel Psychology.*

13. Forbush, K. T., Song, C. Q., **Tay, L.**, Gould, S. R., Chapa, D. A. N., Cushing, C. C., Ptomey, L. T. (*revise and resubmit*). *Psychological Assessment.*

ADVISORY REPORTS

1. De Neve[*], J.-E., Diener, E., **Tay, L.**, and Xuereb, C. (2013) The Objective Benefits of Subjective Well-Being. In Helliwell, J., Layard, R., and Sachs, J. (Eds.) World Happiness Report 2. Earth Institute, Columbia University, New York. ***United Nations World Happiness Report.***

2. Diener[*], E., & **Tay, L.** (2012). A scientific review of the remarkable benefits of happiness for successful and healthy living. Report of the Well-Being Working Group, Royal Government of Bhutan: ***Report to the United Nations General Assembly***, Well-Being and Happiness: A New Development Paradigm, UN, NY, April 2.

SELECTED MEDIA MENTIONS

Wall Street Journal, Time, Scientific American, Washington Post, U.S. News & World Report, Science Daily, Business Insider, Newsweek, World Economic Forum

- *Time Magazine* – This is the amount of money you need to be happy (Feb 2018) *http://time.com/money/5157625/ideal-income-study/*
- *Forbes* – This is the new price of happiness (Feb 2018) *https://www.forbes.com/sites/learnvest/2018/02/19/this-is-the-new-price-of-happiness/#3128e279586f*
- *Business Insider* – A new study reveals how much money you really need to be happy – and its less than you think (Feb 2018) *http://www.businessinsider.com/a-new-study-reveals-how-much-money-you-really-need-to-be-happy-2018-2*
- *Newsweek* – Happy? Scientists calculated the income needed for a joyful life (Feb 2018) *http://www.newsweek.com/how-much-money-do-you-need-be-happy-scientists-deliver-new-global-income-806996*
- *Psychology Today (blog)* – Are narcissists nastier to their partners? (Feb 2017) https://www.psychologytoday.com/blog/close-encounters/201701/are-narcissists-nastier-their-romantic-partners
- *MarketWatch* – "The real reason people would rather eat a tarantula than pay off their student debt" (Nov 2016) http://www.marketwatch.com/story/the-real-reason-people-would-rather-eat-a-tarantula-than-pay-off-their-student-loans-2016-11-01
- *Washington Post* – "The psychological costs of student debt" (Oct 2016)

https://www.washingtonpost.com/business/get-there/the-psychological-costs-of-student-debt/2016/10/27/010a0ea0-9014-11e6-a6a3-d50061aa9fae_story.html

- *Purdue Life 360* (Fall 2016) http://www.purdue.edu/hhs/life360/2016-fall/happiness-to-science.html
- *Science 2.0* – "Men are more narcissistic than women, finds review" (Mar 2015) http://www.science20.com/news_articles/men_are_more_narcissistic_than_women_finds_review-153724
- *Science Daily* – "Men tend to be more narcissistic than women" (Mar 2015) https://www.sciencedaily.com/releases/2015/03/150304104040.htm
- *LiveScience* – "People in rich countries are more stressed out" (April 2014) http://www.livescience.com/45173-rich-countries-worry-anger.html
- *Indianapolis Star* (Feb 2014) http://www.indystar.com/story/life/2014/02/27/purdue-prof-has-advice-for-unhappy-hoosiers/5867319/
- *Scientific American* (Podcast) – "Global survey links religion and Happiness (Sep 2011) https://www.scientificamerican.com/podcast/episode/global-survey-links-religion-and-ha-11-09-01/
- *Scientific American* – "The many faces of Happiness" (August 2011) https://www.scientificamerican.com/article/the-many-faces-of-happiness/
- *Science Daily* – "Ingredients of happiness around the world" (July 2011) http://www.sciencedaily.com/releases/2011/06/110629123039.htm
- *University of Illinois News Bureau* – "Researchers look for ingredients of happiness around the world" (June 2011) http://news.illinois.edu/news/11/0629happiness_eddiener.html
- *APA Monitor* – "National Pride can boost Personal Pride" (April 2011) http://www.apa.org/monitor/2011/04/pride.aspx
- *The Wall Street Journal* – "Love of Country, Love of Self," (January 2011) http://online.wsj.com/article/SB10001424052748703673604575550071622397954.html?dsk=y
- *U.S. News & World Report* – "The better people feel about their country, the better they feel overall" (Feb 2011) http://health.usnews.com/health-news/family-health/brain-and-behavior/articles/2011/02/11/the-better-people-feel-about-their-country-the-better-they-feel-overall
- *ScienceDaily* – "Personal well-being is linked to national satisfaction, especially when times are tough" (Feb 2011) http://www.sciencedaily.com/releases/2011/02/110209124348.htm
- *United Press International* – "Everyone agrees they live in the best country" (Feb 2011) http://www.upi.com/Health_News/2011/02/09/Everyone-agrees-They-live-in-best-country/UPI-10911297305065/
- *Live Science* – "Happiness is linked to patriotism, especially in poor countries" (Feb 2011) http://www.livescience.com/12791-happiness-linked-patriotism.html
- *Xinhua News Agency* – "New study links happiness with Patriotism" (Feb 2011) http://news.xinhuanet.com/english2010/health/2011-02/11/c_13726531.htm

INVITED ENGAGEMENTS

Webinar

Tay, L. (2018). Experience sampling method (ESM) Ecological momentary assessment (EMA) webinar. Sep, 4. https://youtu.be/Y80JwwMX3ts

Public Lectures

Tay, L. (2016, Jan). *Toward greater societal well-being*. Invited public lecture to 1,300, Colombia, Bogota, Jan 20. http://www.colombiaflorece.com/

Invited talks at Workshops/Consortium/Societal Meetings

Tay, L. (2019, June). *Essentials of ecological momentary assessment: History, usage, design, analysis, and implementation.* Invited workshop at Society for Ambulatory Assessment (SAA), Syracuse, NY, June 19.

Tay, L. (2019, May). *Dimensions of subjective underemployment*. Invited talk at the Association of Psychological Science (APS), Washington D.C., May 23-26.

Tay, L. (2017, April). *Experience sampling methodology*. Invited presenter for Friday seminar series at Society for Industrial and Organizational Psychology (SIOP), Orlando, April 28. http://www.siop.org/Conferences/17con/regbk/fridayseminars/FS4.aspx

Tay, L. (2017, April). *Continuum Specification: Understanding and measuring construct continua*. Invited speaker for the Consortium for the Advancement of Research Methods and Analysis (CARMA), University of Nebraska Lincoln, April 7. https://cba.unl.edu/outreach/carma/programs/presenters/

Tay, L. (2015, May). *Continuum Specification: Understanding and measuring construct continua*. Invited talk at the Association of Psychological Science (APS), New York, May 21-24.

Invited talks at Other Universities/Institutions

Tay, L. (2019, May). *Societal Assessment of Well-Being*. Invited presentation at University of Mannheim, Mannheim, Germany, May 8.

Tay, L. (2019, April). *Are happy and sad bipolar opposites?* Invited presentation at Facebook, San Francisco, CA, April 22.

Tay, L. (2018, Dec). *Continuum Specification.* Invited talk at Positive Psychology Center, University of Pennsylvania, Dec 10.

Tay, L. (2018, Apr). *Measures of well-being for different purposes*. Invited talk at Interdisciplinary Workshop on Health and Happiness, Lee Kum Sheung Center for Health and Happiness, Harvard University, Apr 5-6.

Tay, L. (2016, Dec). *Enhancing survey data through technology: Experience capture and sampling.* Invited talk at Nanyang Business School, Dec 8.

Tay, L. (2016, Nov). *Happy and sad at the same time?* Invited talk at Erasmus Happiness Research Organization, Nov 22.

Tay, L. (2015, January). *There is nothing so theoretical as a good method*. Department of Psychology, Michigan State University, Jan 20.

Tay, L. (2015, January). *There is nothing so theoretical as a good method*. Department of Psychology, Penn State University, Jan 15.

Tay, L. (2015, April). *Positive effects of religion and the humanities.* Invited talk for the Masters in Applied Positive Psychology, University of Pennsylvania, April 23.

Tay, L. (2014, March). *The psychometric principles of affect: Are they ideal?* Social Psychology Brown Bag Talk, Michigan State University, March 28.

Tay, L. (2012, October). *The psychometric principles of affect: Are they ideal?* Behavioural Sciences Institute Seminar, Singapore Management University, October 2.

Tay, L. (2011, November). *Remodeling methods to model theory*. Joint Talk for School of Labor and Employment Relations & Department of Psychology. University of Illinois at Urbana-Champaign, November 9.

IPPA World Congress Presentations

Tay, L. (2019, July). Humanities and Human Flourishing: Progress and Opportunities. Chair of Symposium conducted at the 6th World Congress of Positive Psychology, Melbourne, Australia.

Tay, L. (2017, July). The role of the arts and humanities in human flourishing: A conceptual model. In J. O. Pawelski (Chair), *The Positive Humanities: How might the well-being effects of the arts and humanities be measured?* Symposium conducted at the 5th World Congress of Positive Psychology, Montreal, Quebec.

Tay, L. & Pawelski, J. O. (2015, June). The well-being effects of the arts and the humanities: An integrative conceptual model. Individual presentation at the 4th World Congress of Positive Psychology, Lake Buena Vista, FL.

Scientific Advisory Engagements

Facebook and Wellbeing, 2018
Legatum Institute and Economic Quality, 2019
Gallup Organization, Research Advisor, 2011 – present
University of Pennsylvania, Scientific Advisor for Undergraduate Well-Being Assessment, 2019

MAJOR PROFESSOR FOR DOCTORAL STUDENTS

Lauren Kuykendall (2010 – 2015)
Master's thesis completed 2013
Dissertation completed 2015
Starting Position: ***Assistant Professor, Industrial-Organizational Psychology, George Mason University***

Vincent Ng (2013 – present)
Master's thesis completed 2015
Dissertation in progress
Starting Position in Fall 2019: ***Assistant Professor, Industrial-Organizational Psychology, Houston University***

Cassondra Batz (2014 – present)
Master's thesis completed 2016
Dissertation in progress
Starting Position in Fall 2019: ***Assistant Professor, Graduate School of Management, Lake Forest University***

Stuti Thapa Magar (2017 – present)
Master's thesis in progress

Louis Hickman (2018 – present)
Dissertation in progress

MAJOR PROFESSOR FOR POST-DOCTORAL FELLOWS

Christopher W. Wiese (2015 – 2018)
Funded by the Walton Foundation
Starting Position: ***Assistant Professor, Industrial-Organizational Psychology, Georgia Tech University***

Hoda Vaziri (2017 – present)
Funded by the Templeton Religion Trust
Starting position in Fall 2019: ***Assistant Professor, College of Business, University of North Texas***

PROFESSIONAL AFFILIATIONS AND SERVICE

Affiliations

Association for Psychological Science, Member, 2011-present
Academy of Management, Member, 2011-present
Society for Industrial and Organizational Psychology, Member, 2008-present
Personnel/Human Resources Research Group, Inducted Member, 2017-present
International Positive Psychology Association, 2015 - present

Service

2011 Student Representative of the Research Methods Division at Academy of Management (comprising of more than 18,000 members)

2015 Theme Track Committee Member, Society of Industrial-Organizational Psychology (comprising of more than 6,000 members)

$2 million grant from the Lumina Foundation, *The Gallup Purdue Index*

- Co-PI on Lumina Foundation Grant to develop the nationwide Gallup-Purdue well-being index for college alumni and college students
- Member, Scientific Committee for the Gallup Purdue Index

Chair, Search Committee, Advanced Quantitative Statistics and Methodology Cluster Hire faculty in the Department of Psychological Sciences, Fall 2015

Member, Master Committee, Advanced Quantitative Statistics and Methodology Cluster Hire faculty in Liberal Arts and Health and Human Sciences, 2015-2017

Faculty Speaker at Graduate Student Appreciation Week: "Love and Friends in Grad School: Tales from the Faculty", Spring 2016

Member, Graduate Student Committee, Department of Psychological Sciences Purdue University, Fall 2016, Fall 2017

Member, Purdue Institutional Review Board Survey Committee, 2016-2017

Planning Chair, The Ernest J. McCormick Memorial Lecture Series, Department of Psychological Sciences, 2017

Faculty Co-Convener, 6th Purdue Symposium on Psychology Sciences (PSPS): Big Data for Psychological Sciences, Spring 2018 (https://www.conf.purdue.edu/landing_pages/psps/)

COURSES TAUGHT

PSY 39000 Research Experience in Psychology
PSY 39200 Science of Happiness
PSY 49800 Senior Research
PSY 68000 Survey of Industrial Psychology
PSY 68100 Research Methods II in Industrial-Organizational Psychology

	PSY 39200	**PSY 68100**				**PSY 68000**				
Semester and Year	F/16	S/13	S/14	S/15	S/16	F/13	F/14	F/15	F/17	F/18
Instructor core	4.8	5.0	4.8	5.0	5.0	4.9	5.0	4.9	4.9	5.0
Course core	4.8	4.5	4.7	5.0	5.0	4.9	4.9	4.8	4.9	4.5

Note. Each semester, students were asked to provide ratings on a core set of items (University Core items) as well as other items Core items ask students to rate statements about the instructor ("overall, I would rate this instructor as …") and the course ("overall, I would rate this course as…") on a scale of 1 (very poor) to 5 (excellent).